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BOARD OF INDUSTRIAL RELATIONS

BULLETIN

ON THE BOARD'S ACTIVITIES

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

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PROVINCE OF ALBERTA
DEPARTMENT OF LABOUR

K. A. PUGH
Deputy Minister

HON. R. REIERSON
Minister

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DEPARTMENT OF LABOUR

HONOURABLE R. REIERSON

Minister

K. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

MEMBERS

K. A. PUGH - Chairman

WINNIFRED ROSS HARRY BOYSE

R. B. d'ESTERRE W, N, GRAY

H. C. FRENCH
Secretary

H. E. BENDICKSON

Vice-Chairman Chief Executive Officer

W. MADAY
Chief Inspector

DEPARTMENT OF LABOUR

HONOURABLE R. RIDDELL

Minister

E. A. PUGH

Deputy Minister

BOARD OF INDUSTRIAL RELATIONS

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STATISTICAL INFORMATION

BULLETIN

1960

"A"

STATISTICAL INFORMATION

BULLETIN

1960

This Report is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during 1960.

Parts I and IV of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purpose of Collective Bargaining.

Part VI sets forth procedure where female employees, who are employed by employers, to perform identical or substantially identical work as males may register claims for equal pay.

This report deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

PARTS I TO IV INCLUSIVE

	Jan. 1/58 - Dec. 31/58	Jan. 1/59 - Dec. 31/59	Jan. 1/60 - Dec. 31/60.
Number of Board Meetings (Included Public Hearings)	44	66	52
Number of Inspections	27,681	36,737	41,465
Number of Business Places Inspected	8,435	11,567	13,326
Number of Employees Affected by Inspections	81,010	83,375	98,548
SETTLEMENTS MADE:			
Minimum Wage Underpayment	9,209.49	9,162.27	8,018.59
Vacation Pay Orders	56,850.01	65,117.85	66,658.66
Overtime Arrears	67,448.12	78,191.86	71,320.85
Unpaid Wages	126,456.36	96,859.31	93,587.90
	259,963.98	249,331.29	239,586.00
Number of Employees Affected by above Settlements:			
Male	6,312	3,782	4,397
Female	560	686	983
Number of Complaints Received	6,092	5,915	5,380
Number of Employees for whom Weekly Increases obtained to at least the Minimum Wage:			
Male	58	86	45
Female	244	206	135
TOTAL	302	292	180

STATISTICAL INFORMATION

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This Report is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during 1960.

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PARTS I TO IV INCLUSIVE

	Jan. 1/58 - Dec. 31/58	Jan. 1/59 - Dec. 31/59	Jan. 1/60 - Dec. 31/60.
Number of Board Meetings (Includes Public Meetings)	44	66	52
Number of Inspections	27,081	36,237	41,465
Number of Business Places Inspected	8,435	11,457	12,366
Number of Employees Affected by Inspections	81,010	83,275	98,548
SETTLEMENTS MADE:			
Minimum Wage Underpayment	7,209.49	9,162.27	8,016.39
Vacation Pay Orders	56,830.01	65,117.85	66,658.66
Overtime Arrears	67,448.12	78,191.36	71,320.85
Unpaid Wages	158,556.31	26,859.01	23,367.89
	290,043.93	279,331.29	239,363.79
Number of Employees Affected by above Settlements:			
Male	6,312	3,782	4,397
Female	560	686	983
Number of Complaints Received	6,092	5,215	5,380
Number of Employees for w'ce Weekly Increases obtained to at least the Minimum Wages:			
Male	58	36	45
Female	244	206	125
TOTAL	302	242	170

INDUSTRIAL STANDARDS SCHEDULES

In the year 1960 the Minister of Labour received one joint petition representative of employees and employers requesting changes in the following schedule:-

Automotive Repair and Gasoline Service Station Industry - Edmonton Zone.

The Schedule of Wages and Hours of Labour for the Automotive Repair and Gasoline Service Station Industry, Edmonton Zone, forulated a new schedule and the previous schedule was recinded. The new schedule provided an increase in the minimum wage payable to Class AA automotive mechanics from $1.45 per hour to $1.70 per hour; Class A1 automotive mechanics from $1.35 per hour to $1.60 per hour. Mechanics employed on night shift enjoy an increase from ten (10) cents to fifteen (15) cents in addition to their regular pay. The existing schedule also provides for a higher minimum wage than previously provided for parts room employees, countermen and deliverymen receive $145.00 per month for the first six months of employment, and $160.00 for the second six months of employment, and thereafter an increase of $12.50 per month for each year of service until a salary of $200.00 is established. Washmen and greasemen enjoy a minimum wage of $1.00 per hour, whereas, previously the minimum wage was established by the Board.

The industry made a further departure from previous schedules by providing a higher minimum wage for those employees over the full age of 19 years, based on experience, which has the effect of increasing the minimum wage from $30.00 per week to $35.00 per week after six months of employment, and again to $40.00 per week after one year of employment.

The schedule provided for eleven holidays, an increase of three; namely, Civic Day, Remembrance Day and Boxing Day with no change in remuneration. However, the schedule now provides that all employees other than front end employees shall enjoy overtime payment for any work performed on a holiday. Front end employees w o are employed on a holiday, including Sunday, shall be granted equivalent time off within a period of seven (7) days or be paid overtime. In all cases overtime is payable at time and one-half the ordinary wages paid to such employees.

	Jan. 1/58 - Dec. 31/58	Jan. 1/59- Dec. 31/59	Jan. 1/60 - Dec. 31/60
Amount of Weekly Increaaws Obtained for above employees:			
Male	403.58	395.00	548.33
Female	700.77	510.00	442.61
	1,104.35	905.00	990.94
Number of Holiday Pay Stamps Books sold	34,630	32,834	27,560
Amount of Holiday Pay Stamps Sold Under Order No. 6	2,030.120.21	2,125,427.79	2,026,697.22
INDUSTRIAL STANDARDS			
Number of Schedules	28	30	30
Number of Interviews	726	603	765
Number of Inspections	247	331	373
Number of Complaints	76	82	87
PROSECUTIONS			
Number of Businesses Charged	55	120	110
Number of Charges Laid	103	207	128
Convictions	50	136	80
Withdrawn	31	34	25
Dismissed	1	2	Nil
Pending	21	35	23
Appeals	Nil	1	Nil
Amount of Fines Assessed	1,785.00	7,420.00	3,440.00
Amount of Costs Assessed	163.65	999.55	442.20
Amounts Implicated:			
Minimum	1,013.68	10,980.49	2,162.01
Arrears of Wages	41,721.77	40,332.35	35,131.45
Vacation Pay	4,816.50	17,430.24	7,617.66
	47,551.95	68,743.08	44,911.12

CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classification of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the application.

During the period from October 1st, 1960 to December 31st, 1960, the Board processed 61 applications plus those shown as pending previously, the disposition being as follows:-

Granted	35
Refused	10
Returned	2
Withdrawn	13
Pending	11
	71

REVOCATIONS OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

During the period October 1st to December 31st, 1960 the Board processed two applications for the revocation of the certification of a bargaining agent, the disposition being as follows:-

Application for	Certification revoked	- 1
	Revocation refused	- 1

CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From October 1st, 1960 to December 31st, 1960, the disputes referred and those referred to Conciliation Commissioners in the previous period progressed as follows:-

Settled in Conciliation	- 23
Referred to Conciliation Board	- 2
Application Withdrawn	- 1
Pending	- 21
	47

CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from October 1st, 1960 to December 31st, 1960, there were 5 Conciliation Boards established. Some Conciliation Boards dealt with disputes involving more than one employer. The Awards brought down by Boards during the period October 1st to December 31st, 1960, were as follows:-

Unanimous Awards	2
Majority Awards	3
Dessent by employers member	3
Dessent by employees member	0
Accepted by both parties	5
Accepted by employers only	1
Accepted by employees only	4
Rejected by both parties	1
Unanimous Awards rejected	
By either or both parties	1
By employers	1
By employees	0
By both	0

VOTES

Re Appointment of a Bargaining Agent		8
Re Revocation of Certification		2
Re Conciliation Board Awards		4
Re Strike Action	In Favour	2
	Against	1
Re Section 104 The Alberta Labour Act		1

STRIKES & LOCKOUTS

After provisions of The Alberta Labour Act complied with 2

STRIKES		DATE OF STRIKE	DATE OF SETTLEMENT	NO. OF EMPLOYEES	MAN DAYS LOST
1.	Leduc School Division No. 49 and Alberta Teachers Association Leduc, Alberta.	Sept. 1/60	Sept. 14/60	157	1413
2.	Dominion Glass Company Ltd. and United Glass and Ceramic Workers of North America, Local 201, Redcliff, Alberta.	Oct. 1/60	Oct. 5/60	512	2048
3.	Dominion Bridge Co. Ltd., and United Steelworkers of America, Local 5044, Calgary, Alberta.	Aug. 19/60	Nov. 14/60	259	18648
4.	Dominion Bridge Co. Ltd., and United Steelworkers of America, Local 3345, Edmonton, Alberta.	Aug. 25/60	Nov. 7/60	231	15497
LOCKOUTS					
1.	Edmonton Club and Beverage Dispensers, Local 579, Edmonton, Alberta.	Dec. 14/60	Not Settled as of Dec. 31/60	13	182

LABOUR WELFARE - BOARD OF INDUSTRIAL RELATIONS

ANNUAL COMPARATIVE STATEMENT FOR

YEARS 1958, 1959 and 1960

	HOUSEKEEPING			TOILETS			LUNCHROOMS			CHILDREN			HEAT			CHAIRS		
	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960	1958	1959	1960
Outstanding on January 1st	9	18	11	133	129	112*	-	-	14*	-	-	-	1	-	-	1	1	1
Number of Instructions Issued	86	70	60	83	97	68	-	-	16	1	2	2	3	-	1	1	1	2
Number of Instructions Completed	87	72	57	87	100	64	-	-	20	1	3	1	3	-	1	1	1	3
Outstanding as of December 31st	18	11	14	129	112*	116	-	14	10	-	-	1	-	-	-	1	1	-

Note: Ventilation During past years a record of ventilation statistics was kept, but since 1958, all ventilation matters were turned over to the Workmen's Compensation Board and the Factories Branch.

* Prior to December 31st, 1959 the column showing toilets and washrooms included dining facilities also. As of December 31st, 1959 the 126 cases not completed were broken down to show 112 outstanding pertaining to toilet and washroom facilities and 14 pertaining to dining facilities.

SUMMARY OF COURT CASES - BOARD OF INDUSTRIAL RELATIONS

Charges Laid for Infractions of
THE ALBERTA LABOUR ACT AND ORDERS

OCTOBER 1st, 1960 - DECEMBER 31st, 1960.

		FINES	COSTS	i/d DAYS	ARREARS	Information Brought Forward and Disposition			New Cases this period and Disposition			CONVICTIONS	WITHDRAWALS	COMMITTALS	DISMISSALS	WARRANTS EXECUTED	BALANCE
						No.	Completed	Bal.	No.	Completed	Bal.						
Sec. 11 (4)	Failure to Produce Records on Board Order	100.00	14.40	90	3,433.56	3	2	1	3	1	2	3				2	3
Sec. 29	Male Min. Wage Order #17	20.00	3.00	30	603.46	2	1	1	2		2	1					3
Sec. 41	Failing to Pay all Wages	210.00	11.30	125	10,708.85	9	2	7	6	4	2	6	1			1	9
Sec. 43	Vacation Pay Order #5	160.00	19.30		1,413.49	10	7	3	2	2		6	3			1	3
Sec. 43	Vacation Pay Order #6	60.00	5.00		858.85	2	2		3	2	1	4					1
Sec. 43(8)	Failure to Pay on Court Order					2		2	2		2						4
		550.00	53.00	245	17,018.21	28	14	14	18	9	9	20	4			4	23

BOARD OF INDUSTRIAL RELATIONS

PERCENTAGE ANALYSIS OF WAGE RATES IN CITIES AND TOWNS OF THE PROVINCE OF ALBERTA FOR THE YEAR ENDING DECEMBER 31, 1960.

	Alberta 1958	Alberta 1959	Alberta	Edmonton	Calgary	Lethbridge	Medicine Hat	Other Towns
Employees on payrolls *	75961	79286	95763	26473	28926	3826	1379	35159
% of male employees			69.38	67.20	68.52	73.44	53.01	71.93
% of female employees			30.62	32.80	31.48	26.56	46.99	28.07
RATES OF WAGES:								
MALE								
% under $26.00 per week			2.88	1.48	3.53	.82	1.23	3.64
% $26.01 to $30.00 per week			.88	.41	.48	.32	.27	1.61
% $30.01 to $32.50 per week			1.01	1.47	.28	.64	----	1.33
% $32.51 to $35.00 per week			1.16	1.21	.49	1.07	1.92	1.64
% $35.01 to $40.00 per week			2.42	2.00	1.05	2.77	8.62	3.57
% $40.01 to $50.00 per week			7.95	8.23	4.10	9,57	14.64	10.38
% $50.01 to $65.00 per week			18.17	18.40	12.52	30.25	22.57	20.96
% above $65.00 per week			65.53	66.80	77.55	54.56	50.75	56.87
RATES OF WAGES:								
FEMALE								
% under $24.00 per week			10.63	3.34	16.77	.20	8.80	12.56
% $24.01 to $28.00 per week			4.93	2.59	2.69	3.44	2.16	9.40
% $28.01 to $30.00 per week			5.51	4.28	2.53	3.05	4.94	9.64
% $30.01 to $32.50 per week			6.14	5.74	3.27	7.38	9.26	8.79
% $32.51 to $37.00 per week			13.94	15.27	10.02	19.49	11.88	15.96
% $37.01 to $42.50 per week			17.76	21.11	15.82	24.61	41.82	14.31
% $42.51 to $60.00 per week			27.31	36.54	29.40	31.99	11.73	17.81
% above $60.00 per week			13.78	11.13	19.50	9.84	9.41	11.53

* Number of employees on payrolls audited by Board of Industrial Relations Inspector's.

THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

I S S U E D

"B"

THE ALBERTA LABOUR ACT

CERTIFICATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960

I S S U E D

1. Brooks Public Employees Local Union No. 809, Brooks, Alberta, and Town of Brooks, Brooks, Alberta.

UNIT:

"All employees, except Police, Foremen, Secretary-Treasurer, Swimming Pool Employees and Town Foremen."

CERTIFICATION NO. 124 - 60

2. International Hod Carriers, Building and Common Laborers Union of America, Local 627, Lethbridge, Alberta, and Dominion Construction Co. Ltd., Calgary, Alberta.

UNIT:

"Construction Labourers."

CERTIFICATION NO. 125 - 60.

3. United Brotherhood of Carpenters and Joiners of America, Local 846, Lethbridge, Alberta, and Dominion Construction Co. Ltd., Calgary, Alberta.

UNIT:

"Carpenter Foreman, Carpenters and Carpenter Apprentices."

CERTIFICATION NO. 126 - 60

4. International Union of Operating Engineers, Local 955 Edmonton, Alberta and W. C. Arnett Construction Ltd., Jasper, Alberta.

UNIT:

"Operating Engineers namely; all equipment and truck operators and drivers, mechanics, mechanic helpers, oilers, servicemen,"

CERTIFICATION NO. 127 - 60

5. United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer, Alberta, and Brunswick - Balke-Collender Co. of Canada Ltd., Calgary, Alberta.

UNIT:

"Journeymen Carpenters, Carpenter Foremen, Carpenter Apprentices, Millwrights, Millwright Foremen and Millwright Apprentices."

CERTIFICATION NO. 128 - 60

6. National Union of Public Employees, Local Union No. 812, Coleman, Alberta, and Town of Blairmore, Blairmore, Alberta.

UNIT:

"All Town employees except Secretary-Treasurer, police, firemen and foremen."

CERTIFICATION NO. 129 - 60

7. National Union of Public Employees, Local Union No. 812, Coleman, Alberta, and Town of Coleman, Coleman, Alberta.

UNIT:

"All Town employees except Secretary-Treasurer, police, fireman and foremen."

CERTIFICATION NO. 130 - 60.

8. United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer, Alberta and Foundation Co. of Canada Ltd., Calgary, Alberta.

UNIT:

"Journeymen Carpenters, Carpenter Apprentices and Carpenter Foremen."

CERTIFICATION NO. 131 - 60

9. United Brotherhood of Carpenters and Joiners of America, Local 3215, Cardston, Alberta, and R. T. Davis Construction, Cardston, Alberta.

UNIT:

"Carpenter Foreman, Carpenters and Carpenter Apprentices."

CERTIFICATION NO. 132 - 60

10. National Union of Public Employees, Local Union No. 811, Montgomery, Alberta, and Town of Montgomery, Alberta.

UNIT:

"All Town employees, except police, firemen, Town Secretary-Treasurer, and the Town Foreman."

CERTIFICATION NO. 133 - 60

11. United Brotherhood of Carpenters and Joiners of America, Local No.'s 1779 and 2103, Calgary, Alberta, and Paramount Construction Co. Ltd., Calgary, Alberta.

UNIT:

Carpenters, Carpenter Foremen and Apprentices."

CERTIFICATION NO. 134 - 60

12. Canaian Oil Employees Association (Alberta Refinery), Bowden, Alberta, and Canadian Oil Compnay Ltd. (Alberta Refinery) Innisfail, Alberta.

UNIT:

"This bargaining unit shall represent all employees of the Company working in or out of its Alberta Refinery located near Innisfail, Alberta, including Laboratory Technicians, truck drivers, and mechanics but excluding chemists, foremen, those above the rank of foremen, office staff and plant protection employees."

CERTIFICATION NO. 135 - 60.

13. National Union of Public Employees, Local Union No. 812, Coleman, Alberta, and Crow's Nest Pass Municipal Hospital, Blairmore, Alberta.

UNIT:

"All Employees except Hospital Administrator, Nurses, Certified Nursing Aides, Laboratory Technicians, X-Ray Technicians, Matron and Accountant."

CERTIFICATION NO. 136 - 60

14. United Brotherhood of Carpenters & Joiners of America, Local 2508, Calgary, Alberta, and Imperial Casket Co. Ltd., Calgary, Alberta.

UNIT:

"Foreman and Shop Employees."

CERTIFICATION NO. 137 - 60

15. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Hobbs Welding Co. Ltd., Lethbridge, Alberta.

UNIT:

"All employees who are directly connected with all phases of erection of structural and ornamental iron and employees who do machinery moving and rigging."

CERTIFICATION NO. 138 - 60

16. Construction and General Laborers Union, Local 1111, Calgary, Alberta, and Bayker Construction Ltd., Calgary, Alberta.

UNIT:

"Labourers."

CERTIFICATION NO. 139 - 60

17. Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 1725 (Glassworkers), Calgary, Alberta, and Western Glass Co. Ltd., Calgary, Alberta.

UNIT:

"All employees engaged in the installation of Glass and excluding office staff, supervisory staff or Management."

CERTIFICATION NO. 140 - 60

18. Construction and General Labourers Union, Local 1111, Calgary, Alberta, and Acme Masonry Ltd., Edmonton, Alberta.

UNIT:

"Labourers and Bricklayers labourers."

CERTIFICATION NO. 141 - 60

19. National Union of Public Employees, Local 816, Beverly, and the Town of Beveraly, Beveraly, Alberta.

UNIT:

"All clerical employees and the Recreation Director with the exception of the Secretary-Treasurer of the Town and Inspector."

CERTIFICATION NO. 142 - 60

20. United Electrical Radio and Machine Workers of America, Local 551, Camrose, Alberta, and Camrose Tubes Ltd., Camrose, Alberta.

UNIT:

"All employees of the Company at its Camrose Plants, except office staff, clerical and technical employees, first-aid attendant, storekeepers, office janitors, security guards, foremen, those above the rank of foreman and supervisors."

CERTIFICATION NO. 143 - 60

21. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Kawneer Company Canada Limited, Calgary, Alberta.

UNIT:

"All employees who are directly connected with the erecting and placing of curtain-wall and curtain-wall type panels, mullions, window frames and ornamental iron, except for labourers."

CERTIFICATION NO. 144 - 60

22. United Rubber, Cork, Linoleum, and Plastic Workers of America, Local 635, Calgary, Alberta, and Firestone Tire and Rubber Company of Canada Limited, Calgary, Alberta.

UNIT:

"All employees below rank of Supervisor employed in its Calgary Factory except office and factory clerical staff; Laboratory and development employees and guards who are sworn in."

CERTIFICATION NO. 145 - 60

23. United Brotherhood of Carpenters and Joiners of America, Local 2508, Calgary, Alberta, and Western Aluminum Products Ltd., Forest Lawn, Alberta.

UNIT:

"All employees of the woodworking department excluding foremen with rights to hire and fire and those above the rank of such foremen."

CERTIFICATION NO. 146 - 60

24. National Union of Public Employees, Local 37, Calgary, Alberta, and Bowness School District No. 4590, Bowness, Alberta.

UNIT:

"All Caretakers."

CERTIFICATION NO. 147 - 60

25. Construction and General Laborers Union, Local 1111, Calgary, Alberta, and Marstead & Son Limited, Calgary, Alberta.

UNIT:

"Labourers and bricklayers Helpers."

CERTIFICATION NO. 148 - 60

26. Construction and General Labourers Union Local 1111, Calgary, Alberta, and Cunningham Construction Limited, Calgary, Alberta.

UNIT:

"Labourers."

CERTIFICATION NO. 149 - 60

27. Sheet Metal Workers International Association, Local 271, Edmonton, Alberta, and Keeler Sheet Metal Co. Ltd., Edmonton, Alberta.

UNIT:

"Journeymen and Apprentice Sheet Metal Workers excluding foreman with right to hire and fire and office personnel."

CERTIFICATION NO. 150 - 60

28. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Re-Bar Placing Service, Forest Lawn, Alberta.

UNIT:

"All employees who are directly connected with all phases of placing, cutting, bending, fabricating and tieing of reinforcing iron."

CERTIFICATION NO. 151 - 60

29. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and Lackie Bros. Limited, Calgary, Alberta.

UNIT:

"All persons directly connected with all phases of assembly and erection of T.V. and Radio Towers and rigging."

CERTIFICATION NO. 152 - 60

30. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 146, Edmonton, and Maloney-Crawford Tank and Service Co. Ltd., Edmonton, Alberta.

UNIT:

"Boilermaker Foremen, Charge Hands or Assistant Foremen, Boilermaker Welders, Fitters, Riggers and Helpers, excluding those with the authority to hire and fire, those above such rank and office staff."

CERTIFICATION NO. 153 - 60

31. Construction and General Labourers Union, Local 1111, Calgary, Alberta, and Dominion Bronze and Iron Limited, Winnipeg, Manitoba.

UNIT:

"Labourers."

CERTIFICATION NO. 154 - 60

32. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta, and Dominion Bronze and Iron Limited, Winnipeg, Manitoba.

UNIT:

"All employees who are directly connected with the erecting and placing of curtain-wall and curtain-wall type panels, mullions, window frames and ornamental iron, excluding all glass and plastic materials."

CERTIFICATION NO. 155 - 60

33. United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton, Alberta, and Universal Millwork Ltd., Edmonton, Alberta.

UNIT:

"Carpenters (including those employees classified as Installers) carpenter apprentices and carpenter foremen."

CERTIFICATION NO. 156 - 60

34. United Brotherhood of Carpenters and Joiners of America, Local 2824, Edmonton, Alberta, and Universal Millwork Ltd., Edmonton, Alberta.

UNIT:

"All plant employees excepting Management and clerical staff."

CERTIFICATION NO. 157 - 60

35. Brotherhood of Painters, Decorators and Paperhangers of America, Local 1725, Calgary, Alberta, and R. H. Palmer(1959) Ltd., Calgary, Alberta.

UNIT:

"All employees engaged in the installation of glass, excluding Management, office and Sales Staff."

CERTIFICATION NO. 158 - 60

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

R E F U S E D

"C"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

R E F U S E D

	UNION	COMPANY	REASON
1.	Hod Carriers Building and Common Labourers Union, Local 92, Edmonton, Alberta.	Nodwell Brothers Ltd., Calgary, Alberta.	Agreement Bar to application.
2.	Operative Plasters' and Cement Masons' International Association Local 372, Edmonton, Alberta.	A-1 Plaster and Stucco Co. Ltd., Edmonton, Alberta.	By vote majority of employees voted against.
3.	Association of Employees of M & P Transport, Edmonton, Alberta.	M & P Transport Ltd., Edmonton, Alberta.	Board without jurisdiction to deal with application.
4.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alberta.	Drayton Valley Hotel, Drayton Valley, Alberta.	Majority employees affected did not vote in favour.
5.	Hod Carriers, Building and Common Labourers, Union, Local 92, Edmonton, Alberta.	Bert's Masonry Ltd., Edmonton, Alberta.	Majority of employees affected did not vote in favour.
6.	International Union of Operating Engineers, Local 703, Calgary, Alberta.	Firestone Tire and Rubber Co. Of Canada Ltd., Calgary, Alberta.	Majority employees affected did not vote in favour.
7.	Construction and General Labourers Union, Local 1111, Calgary, Alberta.	D. Mc Douglall Construction Ltd. Edmonton, Alberta.	Employees give applicant trade union incorrect information.
8.	Bakery and Confectionery Workers International Union of America, Local 252, Edmonton, Alberta.	Honeyboy Bread (Calgary Ltd.) Calgary, Alta.	Majority employees affected did not vote in favour.
9.	International Union of Operating Engineers, Local 703, Calgary, Alberta.	Model Dairies Ltd., Calgary, Alberta.	Majority of employees affected did not vote in favour.

10.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Périni (Western) Ltd., Edmonton, Alberta.	Union requested a withdrawal.
11.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Burns & Dutton Concrete and Construction Company Limited, Edmonton, Alberta.	Union requested a withdrawal.
12.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	The Foundation Company of Canada Limited, Edmonton, Alberta.	Union requested a withdrawal.
13.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Bird Construction Company Limited, Edmonton, Alberta.	Union requested a withdrawal.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

R E T U R N E D

"D"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

R E T U R N E D

	UNION	COMPANY	REASON
1.	B. T. & C. T. M. Employees Association, Camrose, Alberta.	Camrose Transit Mix Limited, Camrose, Alberta.	Unit not properly described.
2.	B. T. & C. T. M. Employees Association, Camrose, Alberta.	Clifford Brager, Camrose, Alberta.	Unit not properly described.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

W I T H D R A W N

"E"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

W I T H D R A W N

	UNION	COMPANY	REASON
1.	Hod Carriers Building & Common Labourers' Union, Local 92, Edmonton, Alberta.	Majestic Contractors Limited, Edmonton, Alberta.	Union and Company requested a withdrawal.
2.	Hod Carriers Building & Common Labourers' Union, Local 92, Edmonton, Alberta.	Piggott Construction Ltd., Edmonton, Alberta.	Union and Company requested a withdrawal.
3.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	R. Vollan Ltd., Edmonton, Alberta.	Union requested a withdrawal.
4.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	A. V. Carlson Ltd., Edmonton, Alberta.	Union requested a withdrawal.
5.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Bennett & Forester Ltd., Edmonton, Alberta.	Union requested a withdrawal.
6.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Bennett and White(Alberta) Limited, Edmonton, Alberta.	Union requested a withdrawal.
7.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Poole Construction Company Limited, Edmonton, Alberta.	Union requested a withdrawal.
8.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Christenson & McDonald Ltd., Edmonton, Alberta.	Union requested a withdrawal.
9.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Dominion Construction Company Limited, Edmonton, Alberta.	Union requested a withdrawal.

THE ALBERTA LABOUR ACT

APPLICATIONS FOR AMENDMENTS TO CERTIFICATIONS

R E C E I V E D

"F"

THE ALBERTA LABOUR ACT

APPLICATIONS FOR AMENDMENTS TO CERTIFICATIONS

R E C E I V E D

	UNION	COMPANY	RESULT
1.	Red Deer Civic Employees Union, Local 417, Red Deer, Alberta.	City of Red Deer, Red Deer, Alberta.	Pending

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

I S S U E D

"G"

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

I S S U E D

	UNION	COMPANY	RESULT
1.	United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer, Alberta.	Britton Construction, Red Deer, Alberta.	Certification Revoked.

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

R E F U S E D

"H"

THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

R E F U S E D

	UNION	COMPANY	REASON
1.	International Association of Heat and Frost Insulators and Asbestos Workers', Local Union 110, Edmonton, Alberta.	W. J. Garvin & Co. Ltd., Edmonton, Alberta.	No employees in unit,
2.	United Packinghouse Workers of America, Local 280, Edmonton, Alberta.	Swift Canadian Co. Limited, (Poultry Processing Plant), Edmonton, Alberta.	Majority voted in favour of union being their bargaining agent.

THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

SEPTEMBER 30th, 1960.

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C O N C I L I A T I O N S

(Shown as Pending)

SEPT. 30th, 1960.

1.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, And Dales Bros. Ltd., Edmonton, Alta.	C. B. Dagg	Pending
2.	Alberta Teachers' Association & Bowness School District No. 4590.	E. F. Rodwell	Settled
3.	International Union United Automobile, Aircraft, Agricultural Implement Workers of America, Local 1227, and Universal Sales & Services Ltd., Calgary, Alta.	E. F. Rodwell	Settled
4.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Weston Bakeries Ltd., Calgary, Alta.	E. F. Rodwell	Settled
5.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Canadian Bakeries Ltd., Calgary, Alta.	E. F. Rodwell	Settled
6.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Canadian Bakeries Ltd., Calgary, Alta.	E. F. Rodwell	Settled
7.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and McGavins Ltd., Calgary, Alberta.	E. F. Rodwell	Settled

8.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Crystal Dairy Ltd., Medicine Hat, Alta., and Crystal Dairy Ltd., Lethbridge, Alberta.	E. F. Rodwell	Withdrawn
9.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and Red Deer Creamery, Red Deer, Alberta, and Alpha Jersey (Whitehills) Dairy, Red Deer, Alberta.	E. F. Rodwell	Settled
10.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, and Parkyn Transport Ltd., Calgary, Alberta.	R. H. R. Clement	Settled
11.	National Union of Public Employees, Local 800, Edmonton, and the City of Camrose, Camrose, Alberta.	C. B. Dagg	Conciliation Board.
12.	Hotel and Restaurant Employees and Bartenders International Union, Local 73, and Cecil Hotel, Medicine Hat, Alta.	A. Frey	Pending
13.	Hotel and Restaurant Employees and Bartenders International Union, Local 73, and Royal Hotel, Medicine Hat, Alberta.	A. Frey	Pending
14.	Alberta Teachers' Association and Stony Plain School Division, No. 23, Stony Plain, Alberta.	C. B. Dagg	Settled
15.	International Union of Electrical, Radio and Machine Workers, Local 586, Lethbridge and Automatic Electric (Canada) Limited, Lethbridge, Alberta.	E. F. Rodwell	Conciliation Board
16.	Alberta Teachers' Association and Westlock School Division, No. 37, Westlock, Alta.	C. B. Dagg	Pending

17.	Bakery and Confectionery Workers, International Union of America, Local 252, Calgary, and Cal-Heights Foods Ltd., Calgary, Alta.	R. H. R. Clement	Settled
18.	National Union of Dairy Workers, No. 18, Calgary, and Purity Dairy, Lethbridge, Alberta.	E. F. Rodwell	Settled
19.	Bakery and Confectionery Workers' International Union of America, Local 252, Calgary, and Dominion Stores Ltd., Calgary,Alta.	R. H. R. Clement	Settled
20.	International Woodworkers of America, Local 1-207, Edmonton, and Fibreboard Manufacturing Ltd., Wabamun, Alberta.	C. B. Dagg	Settled
21.	Alberta Teachers' Association and the Lacombe School Division No. 56, Lacombe, Alberta.	C. B. Dagg	Pending

C O N C I L I A T I O N S

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

"J"

THE ALBERTA LABOUR ACT

CONCILIATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

DISPUTES	CONCILIATOR	RESULT
1. International Union of Operating Engineers, Local 955, Edmonton, and certain members of the Alberta Road Builders' Association, Heavy Construction. Addendum (shown as Addendum #4 of previous agreement).	J. B. Adams	Pending
2. Bartenders & Culinary Workers International Union, Local 172, and Waldorf Hotel, Whitehouse Hotel and Alexandra Hotel, all of Drumheller, Alberta.	R. H. R. Clement	Settled
3. Bakery & Confectionery Workers International Union of America, Local 252, Calgary, and Picardy, Calgary, Alta.	R. H. R. Clement	Pending
4. Bakery and Confectionery Workers International Union of America, Local 252, Calgary, and National System of Baking Ltd., Calgary, Alta.	R. H. R. Clement	Pending
5. United Packinghouse, Food and Allied Workers, Local No. 639, Calgary, and Standard Brands Limited, Calgary, Alta.	R. H. R. Clement	Settled
6. United Packinghouse Food and Allied Workers, Local 243, Edmonton and Canada Packers Limited, Edmonton, Alberta.	J. B. Adams	Settled
7. United Cement, Lime and Gypsum Workers International Union, Local 382, Calgary, and Summit Lime Works Ltd., Lethbridge, Alberta.	E. F. Rodwell	Pending

	DISPUTES	CONCILIATOR	RESULT
8.	International Union of Operating Engineers, Local 955, Calgary, and Mannix Co., Calgary, Alberta.	E. F. Rodwell	Pending
9.	Calgary Printing Trades Union, Local No. 1, Canadian National Printing Trades Union, Calgary, and North Hill News, Calgary, Alberta.	R. H. R. Clement	Settled
10.	United Brotherhood of Carpenters and Joiners of America, Local 2508, Calgary, and Atlas Lumber Company Limited and Revelstoke Sawmill Company Limited, Calgary, Alberta.	E. F. Rodwell	Pending
11.	Federation of Civic Employees Lethbridge and the City of Lethbridge, Lethbridge, Alta.	R. H. R. Clement	Settled
12.	National Union Of Public Employees, Local 715, and Drumheller Municipal Hospital No. 3, Drumheller, Alberta.	R. H. R. Clement	Pending
13.	United Electrical Radio & Machine Workers of America and Camrose Tubes Ltd., Camrose, Alberta.	J. B. Adams	Pending
14.	International Association of Machinists, Local 1579, and Northwest Industries Ltd., Edmonton, Alberta.	J. B. Adams	Pending
15.	Oil, Chemical and Atomic Workers International Union, Local 16-693, and Northwest Nitro Chemicals Ltd., Medicine Hat, Alta.	R. H. R. Clement	Pending
16.	National Union of Public Employees, Local 809, and the Town of Brooks, Brooks, Alberta.	R. H. R. Clement	Pending

DISPUTES		CONCILIATOR	RESULT
17.	International Chemical Workers Union, Local No. 465, Calgary, and Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta.	E. F. Rodwell	Pending
18.	The Alberta Teachers' Association and Edson School Division, No. 12, Edson, Alberta.	C. B. Dagg	Pending
19.	International Union of Operating Engineers, Local 703, Calgary and Alberta Distillers Ltd., Calgary, Alberta.	R. H. R. Clement	Pending
20.	Alberta Teachers' Association and Stettler School District No. 1475, Stettler, Alberta.	C. B. Dagg	Pending

SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

"K"

SYNOPSIS OF SUCCESSFUL CONCILIATIONS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

1. International Woodworkers of America, Local 1-207 and Zeidler Plywood Corporation Ltd., Edmonton, Alta.

Conciliation Commissioner - C. N. Lobb.

The parties agreed to the following settlement:-

1. An increase of 5¢ per hour for all male classifications and an increase of 10¢ per hour for all female employees.

2. Dues check-off for all employees after 30 days.

The term of the agreement to be for one year.

2. International Alliance of Theatrical Stage Employees and Motion Picture Machine Operators of the United States and Canada, Local 371 and Western Drive-In Threatres Ltd., Edmonton, Alta.

Conciliation Commissioner - J. B. Adams

The parties agreed to the following settlement:-

1. No increase in the basic rate for one year and a wage re-opener at the end of the first year.

2. The Employer to contribute 70¢ per week to the Welfare Plan.

The term of the agreement to be for two years.

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Red Deer Creamery, Red Deer, Alberta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Wages: An increase of $23.00 per month to experienced and special dairy help. An increse of $20.00 to inexperienced help for the first three months and a further increase of $20.00 for the next three months.

Milk route salesmen to receive a base rate of $315.00 per month plus 2¢ per unit for all units sold in excess of 11000 units. If less than 11000 units sold, 1¢ per unit will be deducted.

Relief route man to receive $365.00 per month, no commission.

Wholesale Route Salesman to receive $280.00 per month. No change in commission.

The term of the agreement to be for One year.

4. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Alpha Jersey (Whitehills) Dairy, Red Deer, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. An increase of $23.00 per month to all experienced and special dairy help. An increase of $20.00 per month to inexperienced dairy help for the first three months and a further $20.00 per month increase for the next three months.
Thereafter the rate to be increased by $13.00 to $278.00 per month.
Milk route salesmen to receive a base rate of $315.00 per month, plus a commission of 2¢ per unit for all units sold in excess of 11000. For sales under 11000 a demerit of .01¢ per unit to a minimum of $295.00 per month.
Relief route saleman to receive $365.00 per month. No commissions or demerits.
Wholesale route salesman to receive $290.00 per month plus 1/5 ¢ per unit commission.

The term of the agreement to be for one year.

5. Camrose City Police Association and the City of Camrose, Camrose, Alberta.

Conciliation Commissioner - Wm. Maday

The parties agreed to the following settlement:-

1. Effective July 1st, 1960 - an increase of $17.00 per month with an allowance of $3.00 per month for each 5-years service.

The term of the agreement to be for 18 months.

6. Alberta Teachers' Association and Bowness School District No. 4590, Bowness, Alberta.

Conciliation Comissioner - E. F. Rodwell.

The parties have agreed to the following settlement:-

	1	2	3	4	5
New Minimum	3000	3500	3900	4600	5200
Old Minimum	2800	3200	3600	4200	4800
Increments	6 x 200	7x200	3x400	3x400	3x400
	2 x 150	2x150	2x300	3x300	3x300
			5x150	5x150	5x150
New Maximums	4500	5200	6450	7450	8050
Old Maximums	4300	4900	6150	7050	7650

The term of the contract to be for one year.

7. Bartenders & Culinary Workers International Union, Local 172, and the Waldorf Hotel, Whitehouse Hotel and Alexandra Hotel, all of Drumheller, Alta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Hours of Work: From July 1st, 1961 to June 30th, 1963, a 42-hour week to be instituted, worked as a 44-hour week for three weeks and an 8-hour period off in the fourth week. From July 1st, 1963 to June 30th, 1964 a 5-day - 40-hour week to be instituted.

2. In cases of emergency only 4 hours extra duty to be worked at straight time.

The above arrangements involve the same take-home pay as in the last agreement.

The term of the contract to be for 4 years.

8. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and Parkyn Transport Ltd., Calgary, Alta.

Conciliation Commissioner - R.H.R. Clement.

The parties agreed to the following settlement:-

1. Hours of work for truck drivers and Helpers to be 9-hours per day and 44-hours per week.

2. Overtime to be paid at time and one-half for all hours in excess of those shown above. Overtime on Sunday to be double time.

3. Truck drivers and helpers to receive $1.70 per hour.

4. The agreement may be re-opened for wages and classifications only, thirty days prior to April 30th, 1961.

The term of the agreement to be for one year.

9. United Packinghouse Workers of America, Local 639 and Standard Brands Limited, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties have agreed to the following settlement:-

1. Retroactive to September 1st, 1960 a general increase of 7¢ per hour. On and from Sept. 1, 1961 a general increase of 6¢ per hour and on and from Sept. 1st, 1962 a further general increase of 7¢ per hour.

2. On and from Sept. 1, 1961 shift differentials to be 8¢ per hour for afternoon and 10¢ per hour for night.

3. Time and one-half for work performed on Sunday.

The term of the contract to be for three years.

10. International Woodworkers of America, Local 1-207, Edmonton and Fibreboard Manufacturing Ltd., Wabamun, Alberta.

Conciliation Commissioner - C. B. Dagg

The parties have agreed to the following settlement:

1. Effective September 1, 1960 an increase of .08¢ per hour across the board and effective September 1, 1960 a further increase of .07¢ per hour.

2. Shift differential to be 5¢ per hour for afternoon shift and 10¢ per hour for night shift.

3. Two additional paid Statutory Holidays.

4. Adjustments in contractural language.

The term of the agreement to be for 2 years.

11. International Union of Operating Engineers, Local 703, and Standard Brands Limited, Calgary, Alta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Effective September 1, 1961 an increase on the basic pay of 5¢ per hour, an increase of 1¢ per hour for afternoon shift and an increase of 1¢ per hour for night shift. Effective September 1, 1962, an increase on the basic of 4¢ per hour, an increase of 2¢ per hour for afternoon shift and an increase of 2¢ per hour for night shift.

2. Effective September 1, 1960 time and one-half to be paid for shift work performed on Sundays. A direct increase on basic of 5¢ per hour for compensation for hours worked on the sixth shift formerly paid at time and one-half.

The term of the agreement to be for 3 years.

12. Calgary Printing Trades Union, Local No. 1, Canadian National Printing Trades Union and North Hill News, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties have agreed to the following agreement:-

1. Wages: On and from December 19, 1960 a general increase of 2¢ per hour.

2. Sick leave. 3 days sick leave without the submission of a medical certificate.

The term of the agreement to be for one year from April 1, 1960 to March 31, 1961.

13. Bakery and Confectionery Workers' International Union of America, Local 252, and Dominion Stores Ltd., Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlements:-

1. Retroactive to Aug. 24, 1960 an increase of $3.00 per week across the Board.

2. A 5-day, 40-hour work week.

3. 3 weeks vacation after 10 years continuous service.

4. A referendum vote in January, 1961 to determine type of pension plan desired by employees.

The term of the contract to be for one year.

14. Bakery and Confection Workers' International Union of America, Local 252, and Cal-Heights Foods Ltd., Calgary, Alta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement.

1. Retroactive to Aug. 24, 1960 an increase of $3.00 per week across the board.

2. A 5-day - 40-hour work week.

3. 3 weeks vacation after 10 years continuous service.

4. A referendum vote in January, 1961 to determine type of pension plan desired by employees.

The term of the contract to be for one year.

15. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and McGavins Limited, Calgary, Alta.

Conciliation Commissioner - E. F. Rodwell.

The Parties agreed to the following settlements:-

1. Route salesmen - Effective Nov. 1, 1960 an increase of $3.00 per week with a further increase of $2.00 per week effective Nov. 1, 1961. Commissions to be 20% for retail sales. 9% for wholesale sales and 4% for stencil or name brand bread. Minimum guarantee $78.50 per week.

2. Service men and transport drivers to receive an increase of $3.00 per week effective Nov. 1, 1960 and a further increase of $2.00 per week effective November 1st, 1961.

3. All employees presently employed who were on the payroll March 31st, 1960 to receive $1.50 per week for the period April 1st, 1960 to October 27th, 1960.

The term of the agreement to be for 2 years.

16. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987 and Westons Bakeries Ltd., Calgary, Alta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Route salesmen:- Effective Nov. 1st, 1960 an increase of $3.00 per week with a further increase of $2.00 per week effective November 1st, 1961. Commissions to be 20% for retail sales. 9% for wholesale sales and 4% for stencil or name brand bread. Minimum guarantee $78.50 per week.

2. Service men and transport drivers to receive an increase of $3.00 per week effective November 1st, 1960 and a further increase of $2.00 per week effective November 1st, 1961.

3. All employees presently employed who were on the payroll March 31st, 1960 to receive $1.50 per week for the period April 1st, 1960 to October 27, 1960.

The term of the agreement to be for 2 years.

17. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and Canadian Bakeries Ltd., Calgary, Alta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Route Salesmen:-Effective Nov. 1, 1960 an increase of $3.00 per week with a further increase of $2.00 per week effective November 1st, 1961. Commissions to be 20% for retail sales. 9% for wholesale sales and 4% for stencil or name brand bread. Minimum guarantee $78.50 per week.

2. Service men and transport drivers to receive an increase of $3.00 per week effective November 1st, 1960 and a further increase of $2.00 per week effective November 1st, 1961.

3. All employees presently employed who were on the payroll March 31st, 1960 to receive $1.50 per week for the period of April 1st, 1960 to October 27th, 1960.

The term of the agreement to be for 2 years.

18. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, and General Bakeries Ltd., Calgary, Alta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Route Salesmen:- Effective November 1, 1960 an increase of $3.00 per week with a further increase of $2.00 per week effective November 1st, 1961. Commissions to be 20% for retail sales. 9% for wholesale sales and 4% for stencil or name brand bread.

Minimum guarantee $78.50 per week.

2. Service men and transport drivers to receive an increase of $3.00 per week effective November 1st, 1960 and a further increase of $2.00 per week effective November 1st, 1961.

3. All employees presently employed who were on the payroll March 31st, 1960 to receive $1.50 per week for the period April 1st, 1960 to October 27th, 1960.

The term of the agreement to be for 2 years.

19. Federation of Civic Employees, Lethbridge and the City of Lethbridge, Lethbridge, Alberta.

Conciliation Commissioner - R. H. R. Clement.

The parties agreed to the following settlement:-

1. Grievance Procedure:- Provision for a 3-member grievance board whose decision shall be final and binding. Decesion to be rendered within 14 days or such longer periods as may be agreed upon.

2. A maximum of three civic employees to receive pay during union negotiations if meeting held during working hours, called by the City Manager.

The term of the agreement to be for one year.

20. National Union of Dairy Workers, Local 18, Lethbridge and Burity Dairy, Lethbridge, Alta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Effective January 1st, 1961 an increase of $16.00 per month to all male employees and $10.00 per month to all female employees.

2. Management to deposit $5.00 per month per employee to a Severance Pay Plan providing that all employees contribute a like amount. The total amount accumulated for each employee will be given to the employee on termination.

The term of the agreement to be for one year.

21. United Packing house Food and Allied Workers, Local 243, Edmonton and Canada Packers Limited, Edmonton, Alta.

Conciliation Commissioner - J. B. Adams.

The parties agreed to the following agreement:-

1. Effective August 29, 1960 an increase of 3¢ per hour, a further 3¢ per hour increase effective December 1st, 1960, and a further increase of 6¢ per hour effective December 1st, 1961.

2. Sick pay to be increased by $3.00 per week for females and by $1.00 per week for males.

The term of the agreement to be 33 months from April 1st, 1960 to December 31st, 1962.

22. International Union United Automobile, Aircraft, Agricultural Implement Workers of America, Local 1227 and Universal Sales and Service Ltd., Calgary, Alta.

Conciliation Commissioner - E. F. Rodwell.

The parties agreed to the following settlement:-

1. Annual Vacations:-
After 10 years service - Two weeks plus one day with pay.

After twelve years service - Two weeks plus two days with pay.

After 14 years service - Two weeks plus three days with pay.

After 15 years service - Three weeks with pay.

2. Effective January 1st, 1961 an increase of 5¢ per hour with a further 5¢ per hour increase effective October 1st, 1961.
The term of the agreement to be for 2 years.

23. Alberta Teachers' Association and the Stony Plain School Division No. 23, Stony Plain, Alta.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following settlement:-

1. Salary Grid:

3000	3300	3800	4600	4900	5200
4 x200	9x200	10x200	6x250	6x250	1x300
1x150	1x100		4x300	4x300	6x250
5x100					3x300
4450	5200	5800	7300	7600	7900

2. Administration:

Principlals - $150.00 per room inluding own for first 4 rooms; plus $75.00 per room for all additional rooms to a maximum of $1500.00.
Vice-Principal - One-half of principals allowances.
Designated Assistant Principals - $75.00 per room for every room he is in charge of excluding his own to a maximum of $750.

The term of the agreement to be for one year.

CONCILIATION BOARD AWARDS

FROM

OCTOBER 1st, 1960 TO DECEMBER 31st, 1960.

"L"

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a dispute between the Public School Caretakers Association Local 474, N. U. P. E., Edmonton, and the Edmonton Public School Board, Edmonton.

The Conciliation Board appointed by Order-in-Council No. 880/60, met with the parties to the dispute and considered the representations made within the terms of reference.

We are pleased to report that during the course of sittings of this Conciliation Board the parties involved have of themselves been able to resolve all differences and have completed a collective agreement. This collective agreement may be considered as part of the Conciliation Board's report.

All of which is respectfully submitted,

JOHN C. PROWSE, Chairman,
Conciliation Board.

J. W. K. SHORTREED, Member,
Conciliation Board.

WM. N. GRAY, Member,
Conciliation Board.

DATED at Edmonton, Alberta,

this 11th day of October, 1960.

IN THE MATTER OF THE ALBERTA LABOUR ACT
AND A DISPUTE BETWEEN THE UNITED MINE
WORKERS OF AMERICA DISTRICT 18, AND THE
DRUMHELLER COAL OPERATORS ASSOCIATION,
DRUMHELLER, ALBERTA.

TO THE HONOURABLE RAYMOND REIERSON
MINISTER OF LABOUR
GOVERNMENT OF THE PROVINCE OF ALBERTA.

MINORITY REPORT OF MEMBER H. P. HARTLEY OF THE CONCILIATION BOARD ESTABLISHED PURSUANT TO ORDER IN COUNCIL NUMBER 12, CONSISTING OF JOHN C. PROWSE, CHAIRMAN; ROBERT SCOTT, MEMBER; HARRY P. HARTLEY, MEMBER.

Following my attendance as a member at all the meetings of the Board and being unable to agree with the other two members, I submit herewith my minority report and recommendations.

I carefully studied the briefs with the requests and argument contained therein submitted by the United Mine Workers of America District 18 and the Drumheller Coal Operators Association. I also examined the certified financial statements submitted by each of the four member mines of the Drumheller Coal Operators Association.

From this evidence there emerge, in my opinion, some facts implying certain conclusions which are of the utmost significance and importance. It would seem to be futile to consider any wage increases or any other matters which would increase costs of production except in the light of these facts and conclusions.

I present them herewith.

(1) Due to intensifying and rapidly developing competition from low price strip coals, natural gas, oil and propane, any increase in the present consumer price of Drumheller coal would result in immediate and marked buyer resistance with a consequent substantial reduction in demand. The evidence to support this contention lies in the reactions to the policies adopted following the increases in wages granted under the 1956 and 1958 agreements. In 1956 the wage increases resulting from that agreement were passed over to the consumer. What followed is important to note. Production of Drumheller coal in 1956 amounted to 895,880 tons. By the end of 1958 it had dropped to 579,192 tons, or a decline of 316,688 tons in the two year period. Incidental to this, the drop in the Drumheller labor force over this same period was from 1036 in 1956 to 695 in 1958, or, 341 men. Furthermore, during this period three large and two small mines in the Drumheller area ceased operations. It should be noted also that during this period the production of strip coals showed a large increase.

In 1958 when wage increases again occurred the operators felt, in light of the foregoing experience, that they could not pass over such increases to the consumer and accordingly decided to absorb the increases themselves, and have been doing this ever since. This policy, however, made it impossible for two of the largest and oldest established mines to continue operating and they closed their doors after a few months and about another 200 men lost their employment. The present demand for Drumheller coal is slightly more than 500,000 tons per year. A further reduction from this figure even on a scale much smaller than that which occurred following the 1956 agreement would quickly increase the production cost per ton to the point where no mine in the field could continue operating.

It should also be pointed out that the realization per ton to the operators has been steadily decreasing during the past year owing to the necessity of reducing the prices of small size coals. This is due partly to the competition from small sized coals produced by strip mines

and offered for sale at approximately half the price of Drumheller, and partly to the disappearance of outlets using small coals, which outlets have installed natural gas, propane or oil burners. This trend will become much more marked during the next twelve months due to more gas lines coming into service.

(2) All the circumstances described in the foregoing paragraphs point to one conclusion which is inescapable. It is that in the foreseeable future all increases in cost, wages and otherwise, must be absorbed by the mines themselves whether they wish to do this or not. Furthermore, this has to be done in face of a steadily decreasing revenue.

(3) The financial position of certain of the mines in the Drumheller Field as shown for the fiscal year 1959-60 reveals beyond doubt their inability to stand an increase in cost of the magnitude represented by even a small fraction of the sum represented in the Union requests. A wage increase at this time of only very small proportions would force these mines to cease operations in the near future with a resultant loss of employment for a large proportion of the existing Drumheller labor force.

In light of the foregoing which makes it clear that on the one hand the recovery of an increase in wages from the consumer is now impossible and on the other hand that certain mines are no longer financially able to absorb any further increases in costs, this member must conclude as follows:-

(a) That any increases in production cost due to either increased wages or other factors now imposed on the Drumheller mines would quickly result in the closing down of certain mines and the complete loss of employment for the men in them. This would apparently affect about 300 men, or more than one half of the present labour force in the field.

(b) That if the facts and inescapable conclusions in this report were known to the employees thus threatened, these employees would most likely now choose to follow a course which would make it possible for their mines to continue operating for as long as the present difficult conditions facing the industry would permit. It is hard to believe they would knowingly continue to press for such wage increases and other cost increasing factors as would force their mines to close and deprive themselves of their jobs.

(c) That it is this member's responsibility to make such recommendations for the settlement of this dispute as will offer a practical basis for its solution, bearing in mind the critical circumstances now facing the Drumheller coal industry, the present wage structure, the requests of the Union members for further remuneration for work performed, and the competitive and financial position of the employers. If future cooperation and individual effort by the parties hereto result in greater operating efficiency, then an avenue may be opened for further consideration of the subjects now in dispute.

Before submitting his recommendations, this member would like to quote a statement taken from a copy of the chairman's report submitted to him and dealing with this dispute. "It is the attitude of the Board Chairman that in the event that either a strike or lockup occurred in all of the Mines in all probability the dwindling coal market being supplied by their fields could and would be supplied from other sources resulting in an end to the coal industry in this area."

This member agrees in every respect with the chairman's conclusion expressed above.

Under the circumstances as explained herein, this member feels he has no recourse but to recommend as follows:-

RECOMMENDATIONS

A. That the present contract signed in 1958 be renewed and remain in force until July 2nd, 1962;

B. That request "G" in paragraph 10, page 3, of the Union's brief be granted and arranged for.

ALL of which is respectfully submitted.

DATED at Calgary, Alberta, this 7th day of October, 1960.

(Signed)- HARRY P. HARTLEY,
Member.

IN THE MATTER OF THE ALBERTA
LABOUR ACT AND A DISPUTE BETWEEN
THE UNITED MINE WORKERS OF AMERICA,
DISTRICT 18, AND THE DRUMHELLER
COAL OPERATOR'S ASSOCIATION.
DRUMHELLER, ALBERTA.

TO THE HONOURABLE RAYMOND REIERSON
MINISTER OF LABOUR
GOVERNMENT OF THE PROVINCE OF ALBERTA

REPORT OF THE CHAIRMAN OF THE CONCILIATION
BOARD ESTABLISHED PURSUANT TO ORDER IN COUNCIL
NUMBER 12.

The Board was advised that the parties were unable to reach agreement on the following points:

1. Wages
2. Hours of work and overtime
3. Holidays with pay
4. Welfare and Retirement fund
5. Preference of employment
6. Statutory Holidays
7. Employees not under jurisdiction
8. Wet places
9. Low places
10. Re-classification
11. Contract work
12. Institution of part shifts
13. Changes in check-off clause
14. Changes in settlement of Dispute Clause

The Conciliation Board was composed of the following persons:-

John C. Prowse, Chairman

H. Hartley - Member

Robert Scott - Member

The Companies represented by the Association were:-

Amalgamated Coals Limited - East Coulee

Century Coals Limited - East Coulee

Federated Co-Operatives Limited - Drumheller

Red Deer Valley Coal Co. Ltd. - Nacmine

The Union brief was submitted by Mr. Edward Boyd and Mr. Ure.

The Association brief was presented by Miles Patterson, Barrister & Solicitor.

The situation existing in the Drumheller Mines is somewhat different than that existing in the other coal fields in the Province of Alberta, as the Drumheller Mines continue to show a decrease in the output from year to year and it would appear that this rate of decrease will continue in the future. The representatives of the four employers presented to the Board for their consideration a financial statement of each mine on the understanding that this information was fully privileged and was not open to inspection by anyone except the Board Member themselves. The Union, when questioned by the Chairman, agreed that the financial reports of the Companies might be accepted by the Board on these terms and not subject to the review by the Union.

The argument of the employer, which was most ably presented by Mr. Patterson, indicated that it was the hope of the employers that all of the Mines could be kept open in order to provide as much employment as possible for the miners in Drumheller for as long a period as possible. The attitude however expressed by the representatives of the Drumheller Local was to the effect that if the mines could not be economically run they should be shut down and that wage increases should be granted to the employees. It is the attitude of the Board Chairman that in the event that either a strike or lockup occurred in all of the Mines in all probability the dwindling coal market being supplied by their fields could and would be supplied from other sources resulting in an end to the coal industry in this area.

It was indicated to the Board that certain items were agreed between the parties and it is not necessary to mention these in this report.

After due consideration of all the evidence and after reading and studying the briefs and the financial statements submitted and the former contract between the Union and these mines, it is the recommendation of the Chairman that the said agreement be continued for a period of two years from the 3rd day of July A. D. 1962 with the following amendments only as herewith set forth.

1. With regard to the heading of Holidays on page 14 of the agreement, the following clause be added:

> "When one of the above mentioned holidays falls on a Sunday, the day proclaimed by the Dominion and/or Provincial Government to be observed as the holidays shall be recognized as the holiday for the purpose of this section."

2. With regard to the heading of Holidays with Pay, it is the Chairman's recommendations that Clause 3 (a) on page 26 of the agreement be amended to read as follows:-

> "In case of ligitimate illness certified by a Doctor's certificate, a loss of not more than three days in any one calendar month would be considered as working time, and in compensation cases, a loss of not more than twelve days in any one month would be so considered."

3. It is the recommendation of the Chairman that the preference of employment clause be amended to provide that in case of lay-off or re-hiring of men straight seniority will prevail PROVIDED the senior man is qualified to perform the job in question.

4. The parties indicate that there is some question regarding the time to be allowed employees who are required to remove an injured man from the Mine and it appears that the practice presently being followed is that if the accident occurs in the last half of the shift, the employees removing the injured workman to the surface are not required to return for the balance of the shift, and shall suffer no loss of pay. It is suggested that a clause to this effect be added to the contract.

5. With regard to the matter of wages, it is the opinion of the Chairman that two increases should be given, each in the amount of five cents per hour, therefore, the wage rate from July 3rd, A. D. 1960 to July 2nd, A. D. 1961 should be increased by five cents per hour, with such increase being retroactive to July 3rd, A. D. 1960. On July 3rd, A. D. 1961, the wages should be further increased for the last half of the contract, until July 2nd, A. D. 1962 by the further sum of five cents per hour.

All of which is respectfully submitted.

(Signed)- John C. Prowse

This is also the award of me, Robert Scott

(Signed)- Robert Scott

To The Honourable Raymond Reierson,
Minister of Labour,
Government of the Province of Alberta.

IN THE MATTER OF The Alberta Labour Act and a dispute between the United Mine Workers of America, District 18, and Members of the Coal Operators' Association of Western Canada in Alberta.

REPORT OF HU HARRIES, A MEMBER OF THE CONCILIATION BOARD ESTABLISHED PURSUANT TO ORDER IN COUNCIL 1293/60.

The Board was advised that the matters in dispute between the parties to be considered by the Board were as follows:-

1. Wages.
2. Hours of work and overtime.
3. Holiday with pay.
4. Welfare and Retirement fund.
5. Preference of employment.
6. Statutory holidays.
7. Employees not under jurisdiction.
8. Wet places.
9. Low places.
10. Re-Classification.
11. Contract work.

COMPOSITION OF THE BOARD:

Mr. John C. Prowse, Edmonton, Chairman.
Dr. Hu Harries, Edmonton, Member.
Mr. Robert Scott, Calgary, Member.

The companies represented by this Association involved in this dispute are:

Coleman Collieries Ltd., Coleman, Alberta.

Western Canadian Collieries Ltd., Blairmore, Alberta.

Canmore Mines Ltd., Canmore, Alberta.

Lethbridge Collieries Ltd., Lethbridge, Alberta.

I. THE SUBMISSION OF THE MINE WORKERS

The submission of the United Mine Workers listed no less than thirty-eight requests for changes in the previous contract. These requests varied all the way from one for a thirty hour week with the same take home pay, to one that all outside labour start and quit at the same time as all others underground. From the report of the Conciliation Commissioner, however, it was apparent that the issues reduced themselves to some five major items as follows:-

(a) Term of contract - on which there is really no dispute.

(b) Wage increases.

(c) Changes in the welfare and retirement fund, on which again there appears to be no real dispute.

(d) Preference of employment.

(e) Statutory holidays.

On these matters the Union made representations as follows:-

(1) Because of intermittent employment at the present wage rates, coal miners cannot earn sufficient to provide their families with a proper standard of living.

(2) Since coal miners got their last increase in 1958 other industries have granted wage increases, hence "a hold-the-line policy in any industry does not exist."

(3) As a skilled worker, the miner is underpaid.

(4) While the operators have negotiated an agreement with Japan in which no protection against wage increases is found, the United Mine Workers had no part in such an agreement and cannot take any responsibility therefore.

With respect to holidays with pay, the Union requests "holidays on a more liberal scale" and not necessarily tied to the actual time worked.

With respect to preference of employment, the Union request in effect a closed shop.

II. THE SUBMISSION OF THE COAL OPERATORS.

The Coal Operators presented a well documented bried to the Conciliation Board. In particular, the operators gave the Board a number of statistical exhibits which, in a general sense, were deprecated by the Union on the basis that they were only statistics. Nevertheless in the opinion of at least one Board member it gave the only factual economic evidence upon which an economic decision can be made. The Operators pointed out that since 1956 the miners have received four successive wage increases totalling $2.00 per day and that since 1950, while the cost of living has increased 20%, the coal miner's wage rates have increased 38.4%. In addition the Operators noted that the average annual earnings of the U. M. W. A. employees for 1959 totalled $3,249.00 and that there is every reason to suppose that if the mines can be kept working that their earnings in 1960 will be higher than in any year prior to 1960.

It is interesting to note that figures published by the Dominion Bureau of Statistics show that for the most recent month available, the hourly earnings for people employed in the coal mining industry in Alberta are higher than all but three of the major industrial categories noted in the report (Tab A Operators' submission). In other words, the suggestion that hourly wage rates in the mining industry are low is not supported by such statistical evidence as was given to the Board. At the same time as miners' wage rates were increasing by 38%, it has also been shown that the output per man shift in underground mines has increased from 1950 to the first six months of 1960, by 10%. In other words, productivity increases have been only one-third as much as the wage increases.

Two matters arise with respect to holidays with pay. The first of these goes to a request of the Union to take care of cases where a statutory holiday falls on a Saturday or a Sunday. The Coal Operators point out that the purpose of this requested amendment is obviously not to get more holidays but simply to make sure that when a mine is working it will pay "punitive overtime" by virtue of the fact that if the statutory holidays falls on a non-working day it will be moved to a working day.

The second matter goes to the question of provision for sickness and compensation time off. The Company points out that the present holidays with pay agreement with U. M. W. A. is considerably more favorable than the most favorable provincial statutory provision and there is not justification for altering it.

III. OBSERVATIONS AND CONCLUSIONS.

The Chairman's draft report recommends a wage increase of 10¢ per hour over a one year period. It would appear from the very brief statement of the Chairman that this increase is justified in his mind because "the mines could afford to pay only a little increase at this time." I regret that I am unable to agree with the opinion of the Chairman in this matter. Every scrap of evidence before the Board shows that the coal mining industry is sick. Substantial decrease in volume; increased competition from all sources; and a thoroughly unrealistic cost structure have gradually forced the mines to the point that their present salvation hinges solely and entirely on an export market which can be served only by meeting the stiffest competition from world sources. Indeed, it is most apparent that this export business could not in fact be obtained in the absence of a transportation subvention from the Federal Government. Here we have an industry dependent for its existence solely on the subsidization of its export business by the Federal Government. As if these plain economic facts were not sufficient we were, during the course of the Board's existence, able to review the report of the Royal Commission on Coal submitted to the Federal Government by The Honourable Ivan Cleveland Rand. In this report Mr. Justice Rand recommends certain changes in the subsidy arrangements now operating. As I understand the Commissioner's recommendations, they would have the effect of substantially reducing the amount of Federal assistance now paid to encourage export shipments of coal. Indeed, the Commissioner adopts the view that the coal industry in Western Canada is not competitive with other types of fuel and should, therefore, not receive artificial support to maintain it even in its present poor state.

The foregoing recitation of facts is not intended to indicate my reason for disagreeing with the Chairman's suggested wage increase, but rather to indicate that the basis upon which he appears to justify such a wage increase is completely unrealistic and without foundation in fact. I must state that as a matter of principle I do not believe that the miners' wages should be tied to the profitability or the lack of profitability of the coal mining industry. It is not, in my view, proper to ask the miners to subsidize through sub-standard wages uneconomic operations, nor in the alternative , is it an acceptable principle to use the profitability of a Company as a measure of just and reasonable wages to its employees. Surely, the miners are entitled to a fair wage which I think means a competitive wage and I, therefore, dismiss from consideration the question of the present economic position of the industry.

Turning to the information and evidence which the Board has on the matter of miners' wages as these may be compared to the wages of alternately employed persons in Alberta, it does seem that there is no indication that the miners are now receiving substandard hourly returns. There is no doubt that the annual wages, i.e. the hourly wage times the number of hours worked in a year, are not in many cases sufficient to provide a socially acceptable standard of living but surely the answer is not to increase the hourly rate but rather to increse the opportunities for employment. It is a fact that increases in hourly wages are a most certain way to decrease employment opportunities and hence to decrease the annual earnings of each of the miners.

It is most difficult for those like myself not completely familiar with mine operations to draw reasonable wage comparisons between miners and non-miners because of the very great differences to be found in conditions of employment underground and conditions of employment on surface jobs. It is a matter of regret that the Union did not bring forward evidence which would better enable me to appraise, to the extent that such an appraisal is possible, in dollars and cents the difference between these two types of employment having in mind particularly the obvious dangers inherent in employment underground.

On the evidence I must conclude that the Union has not made a case for a wage increase and, therefore, I cannot see how I can discharge my responsibility as a member of a Conciliation Board by recommending such an increase. If I may say so, there are far too many wage awards now based on nothing more than the theory that if one party asks 20¢ and the other party agrees to pay 5¢ that an acceptable solution is an award of 12-1/2¢. This misplaced reliance on compromise can in the long run, so I believe, do more to destry the advantages of collective bargaining than any other single procedure. The facts, as I read them, are not difficult to comprehend. The miners have not made out a case for a wage increase and the Company has shown that the present wage levels are reasonable in comparison with alternate employment possibilities. The representations of the mine operators tend to be supported by the fact that given the amount of work available there still appear to be sufficient people at today's wages to do that work.

I would not like to leave the matter of wages without making one further observation. Nothing I have said with respect to wages should be construed as indicating acceptance in any social sense of present conditions at the mines. These social conditions however important do not, so it seems to me, properly belong the competence of a Conciliation Board established with terms of reference defined as to issue and limited as to scope.

The second recommendation of the Chairman deals with the matter of holidays with pay, namely Section 3A on page 25 of the former agreement. He recommends that when a statutory holiday falls on a Sunday the day proclaimed to be observed as the holiday shall be recognized as that statutory holiday for the purposes of the Section. As I understand the effect of this recommendation it simply means that once in five years the miners who work on a statutory holiday which ordinarily would not be a working day because it falls on a Sunday will now get overtime pay. I question the equity of such a recommendation and cannot concur with it.

The third recommendation of the Chairman goes to the matter of payment to the employee who assists an injured workmen from the mine. I think this is a good recommendation and would concur with the views of the Chairman.

The final recommendation of the Chairman deals again with holidays with pay and, I think, provides a justifiably more liberal basis which will be to the benefit of the miners. I concur with the recommendation.

The foregoing is respectfully submitted.

(Signed)- HU HARRIES

DATED this 19th day of October, 1960.

IN THE MATTER OF THE ALBERTA LABOUR ACT
AND A DISPUTE OF THE UNITED MINE WORKERS
OF AMERICA DISTRICT 18 AND THE MEMBERS OF
THE COAL ASSOCIATION OF WESTERN CANADA IN
ALBERTA

TO THE HONOURABLE RAYMOND REIERSON
MINISTER OF LABOUR
GOVERNMENT OF THE PROVINCE OF ALBERTA

REPORT OF THE CHAIRMAN OF THE CONCILIATION
BOARD ESTABLISHED PURSUANT TO ORDER IN
COUNCIL 1293/60

The Board was advised that the matters in dispute between the parties to be considered by the Board were as follows:-

1. Wages
2. Hours of work and overtime
3. Holidays with pay
4. Welfare and Retirement fund
5. Preference of employment
6. Statutory Holidays
7. Employees not under jurisdiction
8. Wet places
9. Low places
10. Re-classification
11. Contract work

COMPOSITION OF THE BOARD

John C. Prowse, Edmonton, Alberta, Chairman

Dr. Hugh Harries, Edmonton, Member

Robert Scott, Calgary, Member.

The Companies represented by this Association involved in this dispute are:-

Coleman Collieries Ltd., Coleman, Alberta

Western Canadian Collieries Ltd., Blairmore, Alberta

Cannmore Mines Ltd., Canmore, Alberta

Lethbridge Collieries Ltd., Lethbridge, Alberta.

The Union brief was presented by Mr. Edward Boyd and Mr. Ure of the United Mine Workers of America.

MANAGEMENT REPRESENTATIVES

The Management brief was presented by Mr. W. C. Whittaker. Evidence produced by the parties was to the effect that the production in the Mines in question had during the first seven months of 1960 shown a substantial increase over the comparable period in 1959 and it was anticipated by year end that this rate of increase would continue. Under these circumstances, it was the conclusion of the Union that the Companies should be in a position to pay the wage increases and to agree to substantial alterations in the terms of the preceding contract as outlined in the matters under dispute before this Board. The Union also indicated that the wages being paid to the miners was not in line with the work done by the miners and the risks involved in underground mining and the latest statistics available with regard to the cost of living index indicates that the cost of living, particularly with regard to the necessities of life, is again increasing.

The Board has had an opportunity of reading the Rand Commission Report on Coal and it would appear that this report will hold little comfort to the mines in question, and if the recommendations were implemented, it is doubtful if they would have any beneficial effect on the mines but is is possible and probable that the mines would suffer. In the opinion of the Chairman, most of the demands requested by the Union were of a monetary nature and the mines could afford to pay only a little increase at this time notwithstanding the fact that production is increasing and therefore after due consideration of the evidence presented before the Board and after considering the contract in effect between the parties up to the 3rd day of July, A. D. 1960, it is the decision of the Chairman, which decision is concurred in by Mr. Robert Scott, one of the other Board members, that the said Contract should be continued for the further period of two years, namely, from the 3rd of July, A. D. 1960 to the 2nd of July, A. D. 1962 in its present form subject to the recommendations found in this report, which are as follows:-

1. A wage increase should be granted as follows:-

July 3, A.D. 1960 to July 2, A. D. 1961 five cents per hour increase

July 3, A. D. 1961 to July 2, A. D. 1962 five cents per hour increase

2. It is further our decision that the provisions in the Contract dealing with Holidays with pay, namely Section 3 (a) on Page 25 of the former agreement, should be amended as follows:

"When one of the above mentioned holidays falls on a Sunday, the day proclaimed by the Dominion Government and/or Provincial Government to be observed as the holiday, shall be recognized as that holiday for the purpose of this section."

3. It is further our decision that a clause should be included within the Agreement to the effect that where an employee is required to remove an injured workman from the Mine during the last half of his shift that the workmen caring for the injured man should not be required to return to the mine and should receive his full days wage. It appears that this is the practice presently existing in the mines and in order to avoid any dispute in this regard it is recommended that this clause form a part of the Agreement.

4. It is further our decision that the clause dealing with Holidays with Pay and in particular section 3 (a) thereof should be amended to read as follows:-

"In case of legitimate illness certified by a Doctor's certificate a loss of not more than 3 days in any one calendar month shall be considered as working time, and in compensation cases, a loss of not more than 12 days in any one month would be so considered."

All of which is respectfully submitted.

(Signed)- John C. Prowse.

(Signed) - Robert Scott, Member.

TO:

The Honourable R. Reierson,
Minister of Labour,
Administration Building,
EDMONTON, Alberta.

Dear Sir:

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute between the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 987, Calgary, and Sherwin Williams Company of Canada Limited, Calgary, Alberta.

Pursuant to the provisions of The Alberta Labour Act, and the Conciliation Board established to deal with the dispute between the above named parties, and appointed by authority of Order-In-Council No. 832/60, convened to hear representations from the parties to the dispute.

The Members of the Conciliation Board were:-

MR. D. H. MACKAY . . . . . Chairman

MR. A. M. HARRADENCE . . . . . Representing the Company

MR. F. C. BODIE . . . . . Representing the Union

Appearing before the Board were:-

For Employer	For Union
Mr. J. Merrill	Mr. R. Scott
Mr. A. J. Keel	Mr. N. Finley

After considering the evidence and the briefs submitted, the Conciliation Board recommends the following Majority Award, with reference to the points in dispute.

1. Union Security

It is recommended that the Rand Formula be incorporated in the Agreement.

2. Statutory Holidays

In the matter of Statutory Holidays, it is recommended that they be set at eight, as follows:-

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Empire Day	Christmas Day
Dominion Day	Boxing Day or Remembrance Day(whichever is desired)

3. Wage Rates and Classifications

The Board is of the opinion that all the employees of Sherwin-Williams at the time certification was granted will continue seniority from the date they were hired by the Company, and such seniority or pay rates will not be affected as a result of the employee joining the Union.

The Board recommends as follows:-

Male	
First three months	$200.00 per month
Second three months	$225.00 per month
Thereafter	$250.00 per month
Shipper and Receiver	$290.00 per month
Female	
First three months	$160.00 per month
Second three months	$175.00 per month
Thereafter	$200.00 per month

The Agreement shall run from July 1st, 1960 to December 31, 1961. The above rates shall become effective July 1st, 1960.

4. Termination of the Agreement

It is recommended that the agreement remain in force for a period of eighteeen (18) months. The Agreement shall come into effect on the 1st day of July, 1960 and shall remain in full force and effect until the 31st day of December, 1961, and thereafter on a yearly basis unless notice of termination be given in writing by either party sixty (60) days prior to the termination date. If amendments are desired by either party to be effective in the next ensuing year, or if negotiations are desired by either party, notice in writing to the other party shall be given not less than sixty (60) days prior to the 31st day of December in any year, and negotiations and such amendments shall be commenced within twenty (20) days of the receipt of such notice.

DATED at Calgary, Alberta, this 19th day of October, A. D. 1960.

(Signed)- D. H. MACKAY, Chairman.

(Signed)- F. C. BODIE, Member.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act
and a dispute between the Beverage Dispensers,
Hotel Service, Culinary and Restaurant Employees
Union Local 579, Edmonton, and The Edmonton Club,
Edmonton, Alberta.

Application was made by the Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union Local 579, Edmonton, for clarification of the Award and the Conciliation Board met on Tuesday, November 8th, 1960, for this purpose.

1. Meals:

It was the intent of the Conciliation Board that the previous practice in regard to meals that was in force on March 29th, 1960, (date of application for certification of bargaining agent)shall be maintained.

2. Wages:

It was the intent of the Conciliation Board that the word "month" shall mean "calendar month."

3. Effective Date of Agreement:

It was the intent of the Conciliation Board that the effective date of the agreement shall be June 13th, 1960, (date of the appointment of the Conciliation Commissioner).

All of which is respectfully submitted,

(Signed)- REV. ARTHUR R. J. MOLYNEUX,
Chairman, Conciliation Board.

(Signed)- C. W. WHITE, Member,
Conciliation Board.

(Signed)- L. W. WHITE, Member,
Conciliation Board.

DATED at Edmonton, Alberta,
this 8th day of November, 1960.

TO:

The Honourable R. Reierson,
Minister of Labour,
Edmonton, Alberta.

A W A R D

IN THE MATTER OF The Alberta Labour Act
and a dispute between the Beverage Dispensers,
Hotel Service, Culinary and Restaurant Employees
Union Local 579, Edmonton, and The Edmonton Club,
Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council No. 1462/60, dated September 28th, 1960, held meetings in Edmonton, Alberta, with representatives of the parties to the dispute and considered the evidence and representations made by the said parties.

The Members of the Conciliation Board were:-

REVEREND ARTHUR R. J. MOLYNEUX, Chairman,
MR. L. W. WHITE, Member representing the Employer.
MR. C.W. WHITE, Member representing the Union.

The issues in dispute which were referred to the Conciliation Board were:-

1. Membership or Union Security.
2. Hours of Work.
3. Wages.

After considering the briefs submitted and the representations made by the parties to the dispute, the Conciliation Board unanimously makes the following recommendations:-

1. Membership or Union Security:

That the Edmonton Club, through a duly authorized officer, inform all new employees that the above mentioned Union is the certified bargaining agent for the employees of the Edmonton Club, and that the agent for the Union is .....

That no employee of the Edmonton Club receive any benefits negotiated by the Union with the Employer, unless he/she has taken out Union Membership or contributed to Union Funds under the Rand Formula.

2. Hours of Work:

The normal work week shall be considered to be forty-four hours = five eight hour days and one four hour half day Monday through Saturday inclusive.

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3. Wages:

Employees who work between thirty-two and forty-four hours per week shall be paid at the rate recommended by the Conciliation Commissioner, namely:-

Club Stewards (mixer)	$260.00 per month
Bar Waitresses	$155.00 per month
Dining Lounge Waitresses	$155.00 per month
Cook	$155.00 - $185.00 per month
Short Order or Pastry Cook	$175.00 per month
Salad Girl	$175.00 per month
Dishwashers	$150.00 per month
Hostess	$170.00 per month
Janitor	-
Housekeeper	$165.00 per month
Maintenance Man	$245.00 per month

Employees who work less than thirty-two hours per week shall be paid at the casual rate recommended by the Conciliation Commissioner, namely, $1.20 per hour.

During Conciliation Board hearings, both parties stated they would accept a one year contract and the Conciliation Board concurs.

All of which is respectfully submitted,

(Signed)- REV. ARTHUR R. J. MOLYNEUX,
Chairman, Conciliation Board.

(Signed) - C. W. WHITE, Member,
Conciliation Board.

(Signed)- L. W. WHITE, Member,
Conciliation Board.

DATED at Edmonton, Alberta,
this 21st day of October, 1960.

THE ALBERTA LABOUR ACT

V O T E S

ON SELECTION OF A

BARGAINING AGENT

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

"M"

V O T E S

ON SELECTION OF

BARGAINING AGENT

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

	UNION	COMPANY	RESULT
1.	Operative Plasterers' and Cement Masons' International Association, Local 372, Edmonton, Alta.	A-1 Plaster and Stucco Co. Ltd., Edmonton, Alta.	Voted Against
2.	Hod Carriers, Building and Common Labourers' Union, Local 92, Edmonton, Alberta.	Berts' Masonry Ltd., Edmonton, Alta.	Voted Against
3.	International Union Of Operating Engineers, Local 703, Calgary, Alta.	Model Dairies Ltd., Calgary, Alta.	Voted Against
4.	United Steelworkers of America, Local 3458, Edmonton, Alta.	Camrose Tubes Ltd. Camrose, Alta.	Voted Against
5.	United Electrical, Radio and Machine Workers of America, Local 551, Camrose, Alta.	Camrose Tubes Ltd., Camrose, Alta.	Voted For.
6.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alta.	Drayton Valley Hotel, Drayton Valley, Alta.	Voted Against.
7.	Bakery & Confectionery Workers International Union of America, Local 252, Calgary, Alta.	Honeyboy Bread (Calgary Ltd.) Calgary, Alta.	Voted Against.
8.	International Chemical Workers Union, Local No. 679 and United Packinghouse, Food and Allied Workers, Local No. 661. both of Lethbridge, Alta.	Western Canadian Seed Processors Ltd., Lethbridge, Alta.	Voted Against.

THE ALBERTA LABOUR ACT

V O T E S

ON

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

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THE ALBERTA LABOUR ACT

V O T E S

ON

CONCILIATION BOARD AWARDS

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

	UNION	COMPANY	RESULTS
1.	United Mine Workers of America, District No. 18.	Drumheller Coal Operators' Association:-	
		Century Coals Ltd., East Coulee, Alta.	Employees Accepted Employer Accepted
		Amalgamated Coals Ltd., East Coulee, Alta.	Employees Accepted Employer Accepted
		Red Deer Valley Coal Co., Ltd., Nacimine, Alta.	Employees Accepted Employer Accepted
		Federated Coal Limited, Drumheller, Alta.	Employees Accepted Employer Accepted
2.	United Mine Workers of America, District No. 18.	Members of the Coal Operators' Association of Western Canada:-	
		Westcanadian Collieries Ltd., Blairmore, Alta.	Employees Accepted Employer Rejected.
		Lethbridge Collieries Ltd., Shaughnessy, Alta.	Employees Accepted Employer Rejected
		Coleman Collieries Ltd., Coleman, Alta.	Employees Accepted Employer Rejected
		Canmore Mines Ltd., Canmore, Alta.	Employees Accepted Employer Rejected

3.	International Brotherhood of Temasters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary, Alta.	Sherwin-Williams Company of Canada Limited, Calgary, Alta.	Employees Accepted Employer Accepted
4.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alta.	The Edmonton Club, Edmonton, Alta.	Employees Accepted Employer Rejected
5.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514, Edmonton, Alta.	Edmonton Transit Mix & Supply Co. Ltd., Edmonton, Alta.	Employees Rejected Employer Rejected

THE ALBERTA LABOUR ACT

V O T E S

ON

STRIKE ACTION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

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V O T E S

STRIKE ACTION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

	UNION	COMPANY	RESULTS
1.	United Mine Workers of America, District No. 18.	Coal Operators' Association of Western Canada:-	
		Coleman Collieries Ltd., Coleman, Alta.	Edmployees voted for
		Lethbridge Collieries Limited, Shaughnessy, Alta.	Employees voted for
		Westcanadian Collieries Limited, Blairmore, Alta.	Employees voted for
		The Canmore Mines Limited Canmore, Alta.	Employees voted for
2.	International Brotherhood of Temasters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary, Alta.	Sherwin-Williams Company of Canada Limited, Calgary, Alta.	Employees voted against
3.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alta.	The Edmonton Club, Edmonton, Alta.	Employees voted for.

THE ALBERTA LABOUR ACT

V O T E S

SECTION 104

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

"P"

V O T E S

SECTION 104

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

	UNION	COMPANY	RESULT
1.	United Steelworkers of America, Local 3345, Edmonton, Alta.	Dominion Bridge Company Limited, Edmonton, Alta.	Employees voted for acceptance to settle dispute.

THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

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V O T E S

REVOCATION OF CERTIFICATION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

	UNION	COMPANY	RESULT
1.	Beverage Dispensers, Hotel Service, Culinary and Restaurant Employees Union, Local 579, Edmonton, Alta.	Kingsway Restaurant Ltd., Edmonton, Alta.	Employees voted against
2.	United Brotherhood of Carpenters & Joiners of America, Local No. 2410, Red Deer, Alta.	Britton Construction, Red Deer, Alta.	Employees voted for

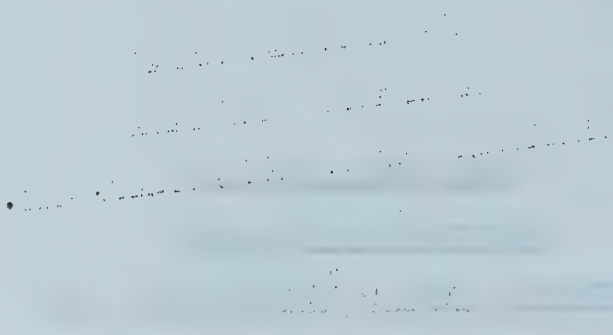
THE ALBERTA LABOUR ACT

TRANSFERS OF JURISDICTION

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

I S S U E D

"R"



THE ALBERTA LABOUR ACT

CERTIFICATES AMENDED UNDER REGULATION NO. 1

OCTOBER 1st, 1960 to DECEMBER 31st, 1960.

I S S U E D

Stramit Corporation (Alberta) Ltd., Innisfail, Alberta.

FROM: United Brotherhood of Carpenters & Joiners of America, Local Union No. 2508,(Millworkers) Calgary, Alberta.

TO: United Brotherhood of Carpenters & Joiners of America, Local Union No. 2410, Red Deer, Alta.

UNIT: "All employees excluding office staff and those with the power to hire and discharge."